

## Memorandum of Agreement

The Town of Ellington ("Town") and the Ellington White Collar Employees CSEA/SEIU, Local 2001 ("Union") (collectively referred to herein as "the parties"), agree to the changes below to Article XII, Section 1.00 (a) (iii), for the period 1 January 2015 through 31 December 2015.

In the first paragraph, **"Effective January 1, 2014 eligible employees may elect coverage under a HDHP with HSA with deductibles of Two Thousand Dollars (\$2,000) for a single and Four Thousand Dollars (\$4,000) for two-person and family coverage."** shall be changed to "Effective January 1, 2015 eligible employees may elect coverage under a HDHP with HSA with deductibles of Two Thousand Five Hundred Dollars (\$2,500) for a single and Five Thousand Dollars (\$5,000) for two-person and family coverage."

In the second paragraph, **"The Town shall fund seventy-five (75%) of the deductible cost through quarterly proportionate deposits to a Health Savings Account (HSA) for each employee."** shall be changed to "Effective January 1, 2015, the Town shall fund seventy-five (75%) of the original \$2,000/\$4,000 deductible cost, plus the difference to the new \$2,500/\$5,000 deductible cost (for total Town funding of \$2,000 for single and \$4,000 for two-person and family coverage), through quarterly proportionate deposits to a Health Savings Account (HSA) for each employee."

There shall be no other changes to the Collective Bargaining Agreement.

For the Town

Maurice Blanchette  
Maurice Blanchette, First Selectman

For the Union

Felicia LaPlante  
Felicia LaPlante, President

Date 11/4/2014

Date 11/3/2014

## Memorandum of Agreement

The Town of Ellington ("Town") and The Ellington White Collar Employees CSEA/SEIU, Local 2001 ("Union") (collectively referred to herein as "the parties"), agree to the following change(s) to Article IX, Section 4.00 of the 2012 – 2016 Collective Bargaining Agreement ("CBA") between the parties:

At the time of execution, Article IX, Section 4.00 of the CBA read:

The vacation period shall be between July 1 and June 30 of each fiscal year. All vacations must be taken and may only be accumulated not to exceed the total amount earned during a one-year period.

The parties hereby agree that upon execution of this Memorandum of Agreement by the parties, the referenced language in Article IX, Section 4.00 shall be revised as follows:

The vacation period shall be between July 1 and June 30 of each fiscal year. Until 30 June 2016, all vacations must be taken and may only be accumulated not to exceed the total amount earned during a two-year period; at that time, unless other agreement has been approved in this matter, the language reverts back to that in effect immediately before this agreement was approved and all excess hours at that time are forfeit.

The parties enter into this agreement in the understanding that this will be one issue of bargaining for the next contract. In the interest of gaining broader flexibility for its members, the Union requested this change. In its consideration of uniformity between its various collective bargaining agreements and other employee groups, the Town agrees to this temporary change; future negotiations will determine whether it continues past 30 June 2016.

The parties have entered into this Agreement as of this 21<sup>st</sup> day of September, 2014.

THE TOWN OF ELLINGTON

ELLINGTON WHITE COLLAR EMPLOYEES,  
CSEA/SEIU, LOCAL 2001

  
Maurice Blanchette, First Selectmen

  
Felicia LaPlante, Union President

## MEMORANDUM OF AGREEMENT

The Town of Ellington ("Town") and The Ellington White Collar Employees CSEA/SEIU, Local 2001 ("Union") (collectively referred to herein as "the parties"), agree to the following change(s) to Article X, Section 2.00 of the 2012–2016 Collective Bargaining Agreement ("CBA") between the parties:

1. The parties hereby agree that upon execution of this Memorandum of Agreement by the parties, the referenced language in Article X, Section 2.00 of the CBA shall be revised as follows:

Sick leave shall not be considered as a privilege which an employee may use at his or her discretion. The parties hereby agree that sick leave may be used for personal illness or physical incapacity resulting from causes beyond the employee's control; illness or physical incapacity in the employee's immediate family household, when such attendance is required by a physician; **medical and dental appointments for the employee, or for the employee's immediate family household when such attendance is required by a physician or dentist.** Whenever more than five (5) consecutive working days are taken as sick days, or whenever the Town has reason to suspect the employee may be abusing the sick leave benefit, the employee shall be required to provide the First Selectman with a written doctor's certification verifying the illness in accordance with the terms of Section 3.00 below. Sick leave may be used in hourly increments.

2. The parties hereby further agree that upon execution of this Memorandum of Agreement by the parties, the referenced language in Article XII, Section 5.0 of the CBA shall be revised as follows:

Except as otherwise provided below, retirees who meet the "rule of seventy-five" shall receive the coverages as stated in Section 1.00 of this Article applicable to active employees, as such coverages may change from time to time through collective bargaining, if under Medicare age. Retirees shall pay the same premium contributions toward insurance premium cost for the benefits elected themselves as active employees pay, as such amounts may change from time to time through collective bargaining. Once eligible for Medicare, the eligible retiree shall receive the Medicare Subpart A and B riders. **Retirees, at no cost to the Town, have the option of purchasing an additional choice of a plan consisting of Anthem Medicare Plan 'F' with a rider of 10/25/40 co-pay, unlimited maximum, prescription plan. For employees retiring after June 30, 2013, there will be no cost to the retiree for Anthem Anthem Medicare Supplement Plan 'F'.** The Town shall pay 100% of the premium cost for the aforementioned Medicare coverage for the eligible retiree. If the employee elects to have dependent coverage by the above insurance, they may do so by paying 100% of the cost for such dependent coverage. Employees who are hired by the Town of Ellington on or after December 4, 2008, shall not be eligible for any Town contribution towards the cost of continued medical insurance benefits (or Medicare) following their retirement, notwithstanding the provisions set forth above.

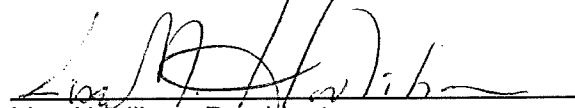
3. The Union further acknowledges that it has had the opportunity to review the proposed changes to the Personnel Rules and Regulations of the Town of Ellington, which will go into effect upon their adoption by the Board of Selectmen, a copy of which are attached hereto. The Union further acknowledges that said changes, unless otherwise modified by the CBA, shall apply to the Union membership upon their adoption.
4. This Agreement addresses all issues concerning the adoption and implementation of the attached modifications to the Personnel Rules and Regulations of the Town of Ellington.

The parties have entered into this Agreement as of this 28<sup>th</sup> day of August, 2013.

THE TOWN OF ELLINGTON

  
Maurice Blanchette, First Selectmen

ELLINGTON WHITE COLLAR EMPLOYEES,  
CSEA/SEIU, LOCAL 2001

  
Lisa Houlihan, President